



2023 ANNUAL REPORT



MISSION STATEMENT

To empower individuals with Down syndrome and their families by driving policy change, providing resources, engaging with local communities, and shifting public perceptions.

VISION STATEMENT

To ensure all individuals with Down syndrome are assured their human rights and valued by a more inclusive society.

LETTER FROM LEADERSHIP



ABOUT NDSS

Founded in 1979, the National Down Syndrome Society (NDSS) empowers individuals with Down syndrome and their families by driving policy change, providing resources, engaging with local communities, and shifting public perceptions. NDSS engages grassroots advocates at the federal, state, and local levels and creates resources to support individuals with Down syndrome, their families, and caregivers across the lifespan on topics including education, employment, health and wellness, and aging. NDSS founded the National Buddy Walk® Program in 1995 and hosts community engagement events throughout the country including the New York City Buddy Walk® and Times Square Video, the NDSS Adult Summit, and the Down Syndrome Advocacy Conference. Visit www.ndss.org to learn more.

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Dear Friends,

It has been a busy and impactful year for the National Down Syndrome Society (NDSS), and we could not be more grateful to all of the donors, fundraisers, sponsors, affiliates, and partners who were part of it. From the return of our in-person New York City Buddy Walk®, our advocacy day on Capitol Hill, an amazing Gala concert, and the launch of a Barbie doll with Down syndrome, the 2022-2023 fiscal year was a tremendous one for NDSS and our community.

The past year was also an important year of planning and transition for NDSS. We completed our new three-year strategic plan and vision supported by a nationwide research project and survey that enhanced our understanding of the needs of the Down syndrome community. We also announced our new mission statement to better reflect the work we do: To empower individuals with Down syndrome and their families by driving policy change, providing resources, engaging with local communities, and shifting public perceptions.

With the support of our donors, we created new, free resources for families on key lifespan topics including aging, education, employment, and health and wellness. Our advocacy and policy team ensured our voices were heard by decision-makers at the state and federal levels, including training and supporting hundreds of advocates during our Down Syndrome Advocacy Conference. Our partnerships across the Down syndrome space and beyond have helped us connect with and support our community, all while enhancing the public's knowledge and understanding of individuals with Down syndrome, their worth, and the many ways they enrich their families and communities.

Our 2022-2023 Annual Report provides an overview of our key programs and highlights many of the activities and initiatives of the year – all of which is possible because of our NDSS team, volunteers, partners, and donors. Thank you for your past, current, and future support of NDSS!

With gratitude,

Kandi Pickard
President & CEO

Tiffany Barfield
Chairwoman

RESOURCES & SUPPORT

NDSS is committed to providing individuals with Down syndrome, their families, caregivers, and the public with information to support them from birth to end of life. Through events, videos, publications, and our website, NDSS provides free resources on a variety of topics including education, employment, health and wellness, and aging.

Our Adult Summit conference addresses the needs of teens and adults with practical resources and educational opportunities for individuals with Down syndrome, families, caregivers, and professionals. Through our helpline and info email, our staff responds to questions and connects individuals with Down syndrome, family members, professionals, and others with referrals to our nationwide network of local Down syndrome organizations.

Education

The NDSS Education Program is developing a continuum of systems-level supports for students with Down syndrome and their families. We believe access to an education is a civil right and that the opportunity to learn is key to a fulfilling life and the foundation of an equitable society. In pursuit of our mission to expand access to inclusive education and ensure all students are educated in their least restrictive environment, the NDSS education team provides resources, programming, and supports for families, educators, and advocates. We work to influence policy at the federal, state, and local levels to ensure that people with Down syndrome can access the education to which they are entitled and that the quality of that education is continually improved.

In FY23, NDSS created twelve new printable education resources for families and educators. These printable resources were accessed nearly 4,000 times on our website, and our guidebook, *Down Syndrome: Guidelines for Inclusive Education*, was downloaded more than 1,500 times. Included in the new materials are two resources created for individuals with Down syndrome by our Education Programs Associate, Charlotte Woodward.

NDSS education staff attended many conferences including the annual Council for Exceptional Children national event, the largest special education conference in the country. Our presentation covered the specific learning profile for students with Down syndrome and other information found in *Down Syndrome: Guidelines for Inclusive Education*. Hundreds of educators went home with our learning profile cards to support them in better serving students with Down syndrome. In addition to the CEC conference, the education team hosted 14 virtual presentations and six in-person presentations, reaching over 1,500 people..

Employment



The NDSS Employment Program is amplifying inclusion and increasing access to the workforce for people with Down syndrome. Collaborating with affiliate organizations, employers, government entities, and other essential stakeholders, NDSS is affecting meaningful change in the professional lives of people with Down syndrome throughout the nation. NDSS also advocates for policies that widen the gateway to competitive integrated employment, provides essential resources, garners grassroots and state level support, delivers technical guidance and support to employers, highlights the success of employees with Down syndrome, and promotes businesses owned and operated by individuals with Down syndrome.

During the FY23, NDSS strengthened existing relationships and established new connections with companies, government leaders, and service organizations to improve school-to-work transition programs and

services, advance public policy priorities such as wage equity for people with disabilities, and provide guidance to companies working to increase workplace inclusion. NDSS celebrates the range of workplace successes of people with Down syndrome and shares the measurable value that employing individuals with Down syndrome can bring to individuals, companies, and the community. NDSS continues to engage with stakeholders in the development of new resources, such as the *NDSS Entrepreneurship Guide*, which features advice from successful entrepreneurs with Down syndrome and highlights an array of resources to help aspiring entrepreneurs kick-start their business.



NDSS is a proud founding member of the CEO Commission for Disability Employment. Co-founded with the Society for Human Resource Management (SHRM) and Voya Financial, the CEO Commission advances disability-inclusive employment by inspiring and engaging business leaders to drive change through policy, practice, and culture. Over



the past year, the CEO Commission has continued to make a name for itself through the launch of *Enterprise Playbook: How to Become a More Inclusive Organization*, informational public webinars, a “Dining in the Dark” experience, and a formal partnership agreement with The Harkin Institute for Public Policy and Citizen Engagement. The Commission has just hosted its inaugural Hill Day under the leadership of its newly appointed Director, Rob Snow.

Health & Wellness

The NDSS Health and Wellness Program promotes improved health and well-being for all individuals with Down syndrome. Through collaboration with the NDSS Scientific and Clinical Advisory Board (SciCAB), affiliate organizations, clinics and health care providers, researchers, government agencies, and other key stakeholders, NDSS develops tailored and accessible resources for individuals with Down syndrome, families, caregivers, and professionals. Addressing topics across the lifespan from prenatal diagnosis to aging and end of life, NDSS offers guidebooks, one-pagers, online resources, and conferences to provide information and support to the Down syndrome community.

321go!

This past year, NDSS continued with the development of its 321go! program resources by creating an 8-week curriculum for local Down syndrome associations and other groups to introduce the foundation of the program: physical activity, balanced nutrition, and emotional wellness. The curriculum is currently being piloted by many groups nationwide with positive feedback. By engaging in this program consistently, individuals will build skills such as emotional regulation and physical stamina which will positively impact all other aspects of life including community integration and employment. We look forward to continuing to develop additional resources in the coming years as we expand our focus on healthy living.

NDSS Adult Summit

A key pillar of our Health and Wellness Program is the NDSS Adult Summit. As the life expectancy for individuals with Down syndrome increases, NDSS is committed to ensuring adults with Down syndrome, their families, caregivers, and other key stakeholders have the best, most accurate information on adulthood and aging. Supported by our generous sponsors and local affiliate partner, the Adult Summit: On the Road in Dallas, TX provided learning sessions focused on supporting young adults in their 20s and 30s. NDSS partnered with the Down Syndrome Guild of Dallas to provide presentations about education, employment, community integration, independence, relationships, staying healthy with NDSS’ new 321go! program, and planning for the future.

Aging

Through medical intervention and more supportive communities, individuals with Down syndrome are now living longer than ever before. NDSS aims to fill the gap in information about aging through a whole-person, comprehensive approach. Based on feedback from the Down syndrome community, NDSS addresses the needs of aging adults with Down syndrome by providing practical resources and educational opportunities for individuals, families, and caregivers.

During the past year, NDSS expanded our research webpage to include listings of studies approved by SciCAB to raise awareness of opportunities for research participation from members of our community. We also sponsored 35 genetic counselors to take a continuing education course teaching them best practice strategies when providing a pre- or post-natal diagnosis of Down syndrome to families. Additionally, we collaborated with experts to create and publish a Down Syndrome Regression Disorder Checklist, webpage, and accompanying short video, as well as an updated aging guidebook and two companion guides.



- *Aging and Down Syndrome: A Health and Well-Being Guidebook*: In partnership with The National Task Group on Intellectual Disabilities and Dementia Practices (NTG) and the Alzheimer's Association, NDSS released the second edition of this guidebook with the intention of providing guidance, education, and support to families and caregivers of older adults with Down syndrome.



- *Caregiving and Down Syndrome, A Companion Guidebook to Aging and Down Syndrome: A Health and Well-Being Guidebook*: Created in partnership with NTG and the National Alliance for Caregiving (NAC), this guidebook offers information on how to navigate caregiving for an individual with Down syndrome as they age.

- *End-Of-Life and Down Syndrome, A Companion Guidebook to Aging and Down Syndrome: A Health and Well-Being Guidebook*: Created in partnership with NTG and the Alzheimer's Association, this guidebook provides guidance for the crossroads and decisions that arise in late life and at the end of life.



Alzheimer's disease and Down syndrome

The significantly higher risk of Alzheimer's disease in adults with Down syndrome can cause feelings of worry and fear for families, caregivers, and loved ones. NDSS created research-based resources to empower individuals, families, caregivers, and professionals with knowledge about the connection between Down syndrome and Alzheimer's disease. NDSS resources give advice about evaluating changes that may

be observed with aging and provide guidance about adapting in an ever-changing caregiving role after a diagnosis is made. We also participated in critical advocacy efforts in collaboration with partner organizations and grassroots advocates including hosting a briefing about Alzheimer's disease on Capitol Hill featuring medical experts and caregivers.

POLICY & ADVOCACY

NDSS advocates for federal, state, and local policies and regulations that positively impact people with Down syndrome across the country and affirm their human rights. Through grassroots advocacy, NDSS empowers community advocates to work with Congress and federal agencies, as well as state and local officials, to develop and improve policies and regulations for the benefit of the Down syndrome community. NDSS further empowers individuals with Down syndrome, their families, and other community members to influence policy at the NDSS Down Syndrome Advocacy Conference in Washington, D.C. The NDSS legislative agenda spans the life of individuals with Down syndrome from birth to adulthood including healthcare, education, employment, and economic self-sufficiency.

The 2022-2023 fiscal year was a year of significant progress on NDSS legislative priorities and new opportunities to influence lawmakers. In February, NDSS President and CEO, Kandi Pickard gave the first ever NDSS testimony to Congress as she spoke to the House Energy and Commerce Committee

on ending discrimination against people with disabilities in healthcare. NDSS advocates and staff also testified quarterly to the National Alzheimer's Project Act (NAPA) Council on how the council can better include and support the Down syndrome community through their work.

As a direct result of the NDSS policy team's federal advocacy work on Capitol Hill, the Down syndrome community was explicitly included in the National Alzheimer's Project Act Reauthorization and both the House and Senate introduced the Charlotte Woodward Organ Transplant Discrimination Prevention Act with bipartisan support.

Our state government relations efforts saw movement on several priorities. Bills ending discrimination in organ transplantation against people with disabilities were passed in Alabama, Kentucky, Michigan, New Mexico, and South Carolina. With the passage of a subminimum wage ban in both Nevada and Virginia this year, there are now a total of 15 states that have phased out this practice. New legislation to ensure that healthcare providers are giving accurate, up-to-date information about Down syndrome upon diagnosis was passed in Idaho and Nevada. And a monumental bill passed in Texas replacing the "r-word" in state law with the term "intellectually disabled." NDSS also supports the passage of a federal version of this bill, the Words Matter Act.

At both the state and federal levels, our grassroots advocates are making tremendous progress in making sure the rights of our community are ensured – the most powerful example being through the return of our advocacy day on Capitol Hill as part of the Down Syndrome Advocacy Conference.



For the first time since 2019, NDSS was able to host our annual Down Syndrome Advocacy Conference (formerly the Buddy Walk® on Washington) in Washington, DC on April 17 – 19, 2023. The event drew nearly 400 advocates from 42 states, including 100 individuals with Down syndrome. Attendees participated in 250 meetings with elected officials and their staff and advocates on issues such as the Charlotte Woodward Organ Transplant Discrimination Prevention Act, the Transformation to Competitive Integrated Employment Act, Alzheimer's and aging-related issues, and more.

This year, NDSS was proud to partner with national organizations including the Global Down Syndrome Foundation (GLOBAL), the National Down Syndrome Congress (NDSC), the Down Syndrome Affiliates in Action, GiGi's Playhouse Down Syndrome Achievement Centers, and the LuMind IDSC Foundation to show our community's unity around the issues that impact us most.

As a direct result of the conference, the Charlotte Woodward Organ Transplant Discrimination Prevention Act was reintroduced, membership on the Congressional Task Force on Down Syndrome was increased, and additional Congressional cosponsors were added to all of the conference's legislative priorities. Most importantly, members of



Congress and their staff shared that they felt the powerful impact of the Down syndrome community and walked away from their meetings with a renewed commitment to advancing legislation that positively impacts individuals with Down syndrome and their families.

NDSS is looking forward to the return of the conference on World Down Syndrome Day – March 21, 2024.

COMMUNITY ENGAGEMENT

NDSS community engagement events and activities celebrate our loved ones with Down syndrome, raise awareness among the public, and connect individuals and families within the community. Through our scholarships, grants, and awards program, NDSS supports individuals with Down syndrome in pursuing their dreams. Since 1995, the National Buddy Walk® Program has promoted awareness and inclusion of people with Down syndrome and raised funds for local and national organizations that support the community. NDSS hosts awareness and engagement events throughout the country including our New York City Buddy Walk® and Times Square Video presentation, Racing for 3.21 on World Down Syndrome Day, Run for 3.21, gala and golf events, and more.

First Barbie® doll with Down syndrome

On April 25, 2023, Barbie® introduced its first doll with Down syndrome, a step to further increasing disability representation in the toy aisle. NDSS had the opportunity to advise Barbie® to ensure the doll reflected characteristics and symbols of Down syndrome. The doll is part of the Fashionista line and is available, alongside other diverse dolls from the line, at major retailers.

The announcement was extensively covered by global media including NBC, CNN, the Washington Post, Today.com, CBS News, The Guardian, the BBC, and NPR. More than 2 million people tuned in to Good Morning America to watch NDSS President & CEO, Kandi Pickard, and Manager of Grassroots Advocacy, Kayla McKeon, reveal the doll.



NDSS Scholarships, Grants, and Awards

NDSS is proud to offer various scholarships, grants, and awards that recognize the tremendous contributions of individuals with Down syndrome and provide opportunities for them to enhance their lives through education, business, or other passions. We are grateful to the organizations and families who make these awards and scholarships possible.

Dan Piper Award: Brady McCarthy

Brady is on a mission to spread awareness of the capabilities of people with Down syndrome. Brady was the first town government-appointed Ambassador for his community EPIC Committee, whose mission is to help educate community members on the inclusion of people with disabilities. Brady and his sister, Alex, wrote and illustrated a children's book together called *SuperBrady: A Story of Inclusion*, which is a story about Brady's life and being born with Down syndrome but not letting that stop him from doing whatever he set his mind to. The symbol on his gear symbolizes that we are "stronger together." Brady certainly is the embodiment of being stronger together. NDSS was grateful to be able to present Brady with the Dan Piper Award on stage during the New York City Buddy Walk® on September 17, 2022.



Voya Cares Entrepreneurship Grant

In partnership with Voya Cares®, NDSS provided a \$10,000 grant to Kevin Davis to invest in his business, Mind Body Botanicals. Together with his family, Kevin creates essential oil-infused moist towelettes to ensure people with sensitive skin, specifically elderly individuals and people with disabilities, don't suffer from dry skin. Kevin used the grant to invest in the production of a variety of new products and donate proceeds from the business to a variety of non-profit organizations. Additionally, since receiving the grant, Mind Body Botanicals was able to invest in new labels and explore new fragrances. NDSS is grateful to Voya for their generous support in providing this grant.

Adams & Giannou Community Involvement Scholarship

The mission of the Adams & Giannou Community Involvement Scholarship is to recognize individuals with Down syndrome for enriching the lives of others. Ten deserving individuals were selected this past year to receive a scholarship based on demonstrating a passion for supporting their local community through service or volunteering and exemplifying Marianna Adams' passion for helping others.

Lucas Archibald	Emily Mazur	Isabel Trower
Kellyn Donahoe	Brady McCarthy	Izze Woloson
Faith-Christina Duncan	Sara Nye	
Taylor Freeman	Billy Riggs	

O'Neill Tabani Enrichment Fund

The O'Neill Tabani Enrichment Fund provides grants that benefit individuals with Down syndrome of all abilities as they pursue postsecondary educational opportunities or enrichment classes. Since its founding in 2005, more than \$275,000 has been awarded, allowing over 200 young adults with Down syndrome to take college courses, receive vocational training, increase their independence skills, or pursue their passions. As postsecondary opportunities for individuals with disabilities rise across the country, NDSS is thrilled to continue to support young adults with Down syndrome in accessing these vital programs that enable a bright future.

Katherine Bartlett	Kyra Edwards	Aiden Milligan
Laura Boyer	Taylor Freeman	Anna Mutter
Cullen Buckley	Kylie Hereau	Eden Rapp
Quinn Crispell	Hari Kannan	Billy Riggs
Kirk Daum	Abigail Maddux	John Rorro
Nataleigh Deal	Colleen Maher	
Daniel Doran	Henry Menolascino	

NDSS Events

National Buddy Walk® Program

Since 1995, the National Buddy Walk® Program has promoted acceptance and inclusion of people with Down syndrome and raised funds for local and national organizations that support people with Down syndrome and their families. Annually, hundreds of thousands of participants take part in local Buddy Walks across the country. Nearly 150 Buddy Walks were held last year, supported by NDSS with resources, monthly webinars, and the Buddy Walk Conference, which took place in conjunction with the Down Syndrome Affiliates in Action Conference in Hilton Head, SC in March of 2023.



Times Square Video Presentation and New York City Buddy Walk®



The annual Times Square Video kicks off our NYC Buddy Walk® each year, projecting photos of 500+ individuals with Down syndrome on the giant screens of Times Square. On September 17, 2022, families from across the country joined NDSS in New York City to raise awareness and celebrate the Down syndrome community.

The Times Square Video presentation was live-streamed on Facebook while hundreds of participants and their loved ones watched from Father Duffy Square. The day continued in Central Park with the 2022 New York City Buddy Walk featuring emcee Chris Wragge from CBS News in NYC. We were thrilled to be joined by performer Kenny Clutch, and our grand marshals Mallory Snellen and Nico Taylor, son of Olympic bobsledders Elana Myers Taylor and Nicholas Taylor.



NDSS Golf Outing



Each year NDSS hosts a golf outing at the impressive Belle Haven Country Club in Alexandria, VA. Despite a weather delay, our 2022 event was a wonderful day of awareness and celebration on the links. Through sponsorships and donations, nearly 100 golfers contributed to the mission of NDSS while enjoying a beautiful autumn day of golf.



37th Gala & Auction



The 37th Annual NDSS Gala & Auction was held on March 2, 2023, at the historic Ziegfeld Ballroom in New York City. NDSS honored the Tremonti family for their support of the Down syndrome community and guests enjoyed delicious food, specialty cocktails, and an exciting live auction. The highlight of the evening was a live performance of the #1 Billboard jazz album, Tremonti Sings Sinatra, performed by Mark Tremonti and original members of Frank Sinatra's band.



Run for 3.21



Our annual Run for 3.21 took place March 17 – 19, 2023 as a team of 29 runners from 10 different states ran 260+ miles from the United Nations building in New York City to the U.S. Capitol building in Washington, D.C.

This year the event was a collaboration with GiGi's Playhouse and the National Down Syndrome Congress and included our first participant with Down syndrome since 2018, Quinn Crispell. In March 2024 the event will return to the west coast as a team of runners tackles the extreme conditions between Santa Monica and Las Vegas..



Racing for 3.21 on World Down Syndrome Day

On March 21, 2023, our seventh Racing for 3.21 on World Down Syndrome Day virtual event attracted thousands of participants from across the country. This annual event encourages participants to run, walk, bike, hike, swim, etc. for 3.21, 32.1, or 321 miles at any time, any place, and at any pace to celebrate and raise awareness for the Down syndrome community during the month of March and on World Down Syndrome Day, March 21.



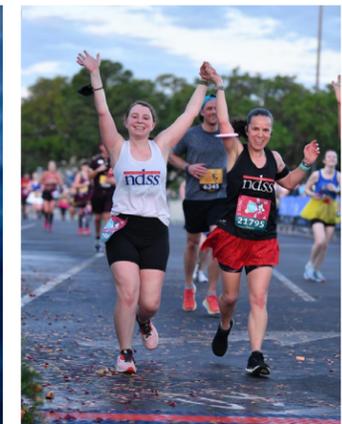
NDSS Athlete Ambassador Team

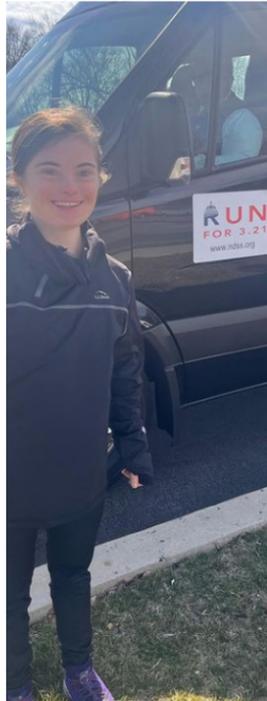


Since launching the NDSS Athlete Ambassador Program in 2017, the team has attracted more than 500 dedicated athletes from the Down syndrome community. The 2022-2023 Athlete Ambassador team included 118 individuals actively involved in sports such as running, swimming, cycling, triathlons, and more. The program offers various opportunities to build community and highlight the success of athletes representing NDSS globally.

Charity Racing

Our #TeamNDSS runners continue to represent the Down syndrome community at major marathons and races across the country. This past year, 265 runners raised awareness and funds for NDSS through runDisney events and the New York City and Chicago Marathons. Collectively, they raised over \$310,000 to support advocacy and resources.





Join NDSS for an event or conference in 2024!

Gala & Auction (New York City): March 7

Down Syndrome Advocacy Conference (Washington, DC): March 20 – 21

Run for 3.21 (LA to Las Vegas): March 21 – 23

Racing for 3.21 on World Down Syndrome Day (virtual): March 21

Tremonti Family Charity Golf Outing (Orlando, FL): May 2 – 3

Times Square Video and New York City Buddy Walk® (New York City): September 7

NDSS Golf Outing (Alexandria, VA): September 30

Adult Summit: TBD

Ensure a brighter future for individuals with Down syndrome through a legacy gift.

NDSS envisions a world in which all individuals with Down syndrome are assured their human rights and valued by a more inclusive society. Your legacy can ensure that vision.

Legacy giving or planned giving is a meaningful way you can impact the future of individuals with Down syndrome while you and your family receive the benefits of smart financial planning. A legacy gift could be your most powerful and lasting contribution, improving the way babies with Down syndrome are welcomed; changing the way schools, businesses, and communities include our loved ones; and ensuring our adults have the care they need to live healthy, rewarding lives as they age.

For any inquiries related to legacy giving to NDSS, please contact Katie Purcell, director of development at kpurcell@ndss.org or 202-451-8762.

To assist you with gift and estate planning, the official name, address, and tax ID for NDSS is: National Down Syndrome Society - 1155 15th Street NW, Suite 540, Washington, DC 20005 - EIN/ Tax ID: 13-2992567

FINANCIALS

Statements of Financial Position

	FYE 30-Jun-23	FYE 30-Jun-22
	<i>Audited</i>	<i>Audited</i>
Assets		
Cash and cash equivalents	\$417,641	\$372,315
Contributions receivable	\$14,901	\$41,296
Investments, at fair value	\$12,003,147	\$12,485,685
Prepaid expenses and other assets	\$298,681	\$158,650
Property and equipment, net	\$17,981	\$18,764
ROU asset	\$751,511	-
TOTAL ASSETS	\$13,503,862	\$13,076,710
Liabilities and Net Assets		
LIABILITIES		
Accounts payable and accrued expenses	\$134,833	\$426,769
Lease liability	\$849,082	-
Deferred rent	-	\$75,089
Deferred revenue	\$100,095	\$37,419
TOTAL LIABILITIES	\$1,084,010	\$539,277
NET ASSETS		
Without donor restrictons:		
Undesignated	\$2,606,076	\$3,192,168
Designated by the Board for endowment	\$8,197,458	\$7,842,897
	\$10,803,534	\$11,035,065
With donor restrictons:		
Time and purpose restrictions	\$542,877	\$428,927
Endowment fund	\$1,073,441	\$1,073,441
	\$1,616,318	\$1,502,368
TOTAL NET ASSETS	\$12,419,852	\$12,537,433
TOTAL LIABILITIES AND NET ASSETS	\$13,503,862	\$13,076,710

Statements of Activities for FYE 6-30-2023 (With Summarized Comparative Information for FYE 6/30/22)

	FYE 6/30/2023				FYE 30-Jun-22
	Without Donor Restrictions	Program and Time Restrictions	Endowment Funds	Total	Total
	<i>Audited</i>	<i>Audited</i>	<i>Audited</i>	<i>Audited</i>	<i>Audited</i>
Revenue and Other Support					
Contributions	\$1,726,361	\$317,183	-	\$2,043,544	\$2,437,271
National Buddy Walk	\$182,431	-	-	\$182,431	\$169,793
In-kind contributions	\$377,946	-	-	\$377,946	\$245,206
Special events	\$820,252	-	-	-	-
Less: direct benefit costs	(447,320)	\$372,932	-	\$372,932	\$389,033
Note payable forgiveness	-	-	-	-	\$212,805
Registrations	\$64,318	-	-	\$64,318	-
Miscellaneous income	\$48,382	-	-	\$48,382	\$18,629
Net assets released from restrictions	\$335,141	(335,141)	-	-	-
Total revenue and other support	\$3,107,511	(17,958)	-	\$3,089,553	\$3,472,737
Expenses					
Program services					
Public and advocacy	\$964,409	-	-	\$964,409	\$678,784
Resourses and support	\$906,983	-	-	\$906,983	\$784,583
Community engagement	\$1,609,715	-	-	\$1,609,715	\$1,172,413
Total program services	\$3,481,107	-	-	\$3,481,107	\$2,635,780
Support services					
Management and general	\$461,657	-	-	\$461,657	\$455,278
Fundraising	\$468,544	-	-	\$468,544	\$428,745
Total supporting services	\$930,201	-	-	\$930,201	\$884,023
Total expenses	\$4,411,308	-	-	\$4,411,308	\$3,519,803
Change in net assets before investment income (loss)	(1,303,797)	(17,958)	-	(1,321,755)	(47,066)
Investment income (loss)	\$1,072,266	\$131,908	-	\$1,204,174	(2,133,982)
Change in net assets	(231,531)	\$113,950	-	(117,581)	(2,181,048)
Net assets, beginning of year	\$11,035,065	\$428,927	\$1,073,441	\$12,537,433	\$14,718,481
Net assets, end of year	\$10,803,534	\$542,877	\$1,073,441	\$12,419,852	\$12,537,433



CONTACT INFORMATION

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